



REPLY TO  
ATTENTION OF:

**DEPARTMENT OF THE ARMY**  
**SOUTH PACIFIC DIVISION, CORPS OF ENGINEERS**

333 Market Street, Room 923  
San Francisco, California 94105-2195

27 JUL 2001

CESPD-EE

MEMORANDUM FOR All Members of the South Pacific Division

SUBJECT: Prevention of Sexual Harassment Policy

1. As Commander of the South Pacific Division, I reaffirm the Department of Army policy and the Corps of Engineers' commitment to providing a work environment in which all personnel are treated with dignity and respect. One essential foundation is keeping our workplace free from harassment.
2. Harassment based on sex is a violation of Section 703, Title VII of the 1964 Civil Rights Act as amended, and is designated as a prohibited personnel practice by the Office of Personnel Management. Sexual harassment is defined as: Unwelcome sexual advances, requests for sexual favors, and other verbal or physical conduct of a sexual nature when:
  - a Submission to such conduct is made either explicitly or implicitly a term or condition of an individual's employment.
  - b Submission to or rejection of such conduct by an individual is used as the basis for employment decisions affecting such individual.
  - c Such conduct has the purpose or effect of unreasonably interfering with an individual's work performance or creating an intimidating, hostile, or offensive working environment.
3. The elimination of sexual harassment is a leadership responsibility. Individuals who feel they are being sexually harassed should make it clear that such behavior is both offensive and unacceptable. If the offending behavior does not stop immediately, if it recurs, or if there is fear of reprisal, report the harassment through appropriate supervisory channels, or to your servicing EEO office. Allegations of such conduct will be treated seriously and leaders at all levels will take prompt, fair and effective corrective action.
4. The spirit and intent of our policy on the Prevention of Sexual Harassment is to foster a working environment that reflects a professional and caring organization wherein every member exhibit only the highest level of professional behavior and courtesy at work and in all work related activities. I expect your full and personal support.

ROBERT L. DAVIS  
COL (P), EN  
Commanding

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